

# **Central Referral to Resumix**



Presented by:

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# The Dawning of Career Management

## ➤ 1955

- ♦ 2nd Hoover Commission identifies need to clean up staffing and career management, especially management training
- ♦ DODI 1430.1 Civilian Career Management published

## ➤ 1957

- ♦ AR 690-5 Civilian Career Planning published

## ➤ 1959

- ♦ First 2 career programs established: Civilian Personnel Administration and Comptroller
- ♦ Demonstrated the benefits of mobility and Army-wide staffing

## ➤ 1978

- ♦ Civilian Training, Education and Development (CTED) Student Detachment formed to:
  - ✓ Establish a forecasting system
  - ✓ Effectively manage intern resources
  - ✓ Centralization of intern management

## ➤ 1980

- ♦ Intern training plans published for CPA and Comptroller

## ➤ 1981

- ♦ Transition from Skills, Knowledge, Abilities, and Personal Characteristics (SKAP) to Army Civilian Career Evaluation System (ACCES)

## ➤ 1983

- ♦ ACTEDS concept approved

## ➤ 1985

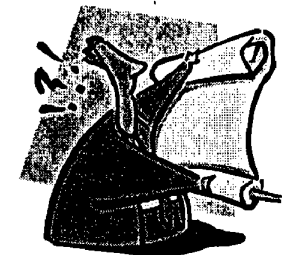
- ♦ IG Report affirmed ACTEDS concept

## ➤ 1999

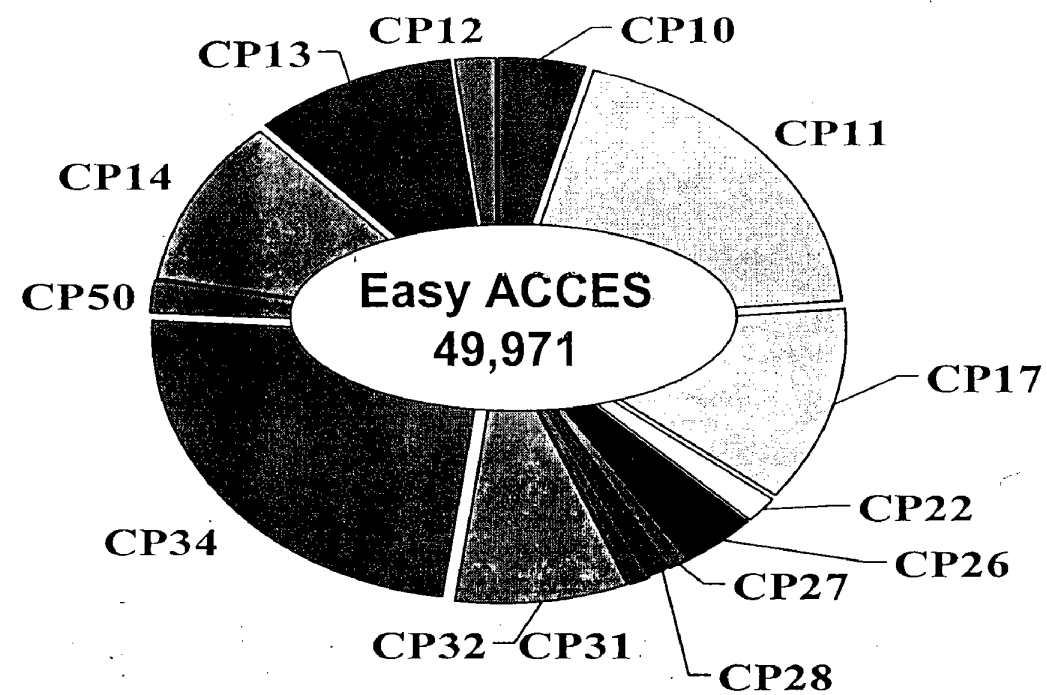
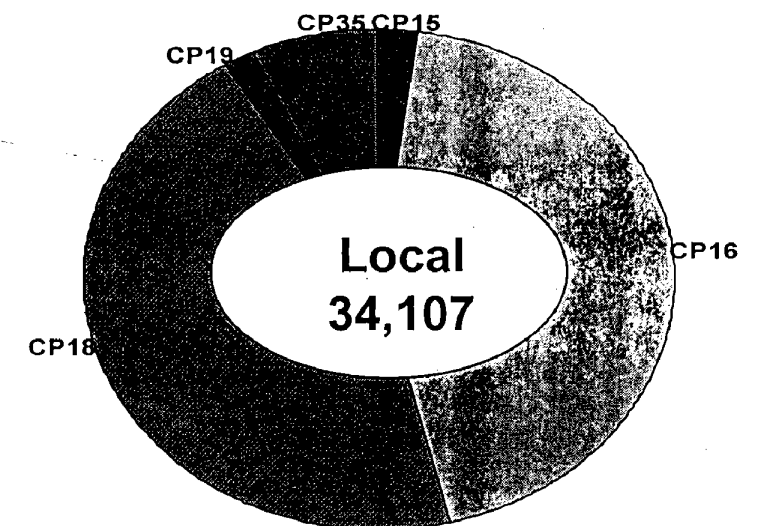
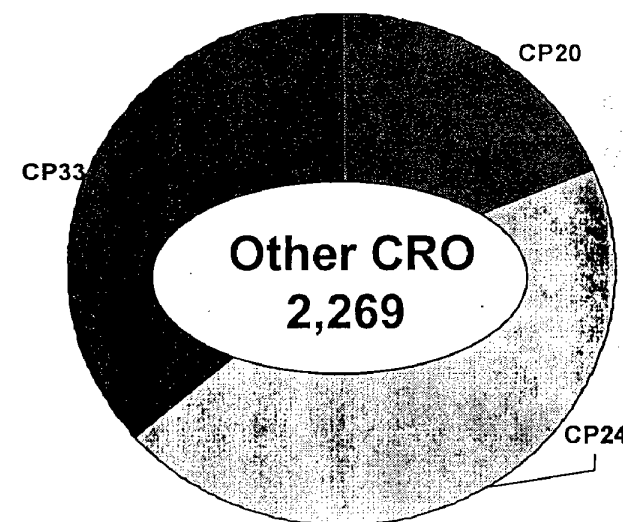
- ♦ Centralized intern recruitment
- ♦ Easy ACCES - Automated referral request application, web-based registration

## ➤ 2001

- ♦ Easy ACCES Enhancement - Automated referral notification



# Career Program Recruitment



# **A VIEW TO THE FUTURE of Army Civilian Recruitment**



## **THE CONCEPT**

**SINGLE EMPLOYMENT PORTAL FOR ALL ARMY  
CIVILIAN JOBS**

## **THE OBJECTIVE**

- Attract more candidates**
- Produce better referrals**
- Speed up application, referral and selection processes**

## **Centralized RESUMIX - Two Phases**

### **COVERAGE:**

- All Army jobs recruited/filled using Resumix
- ⌞ Includes Career Program - will transition ACCES to Resumix

### **GOAL:**

- To include all Excepted Service, Delegated Examining & other non-

### **Deployment Schedule:**

- 📄 11 July 02 Northeast CPOC
- 📄 1 Aug 02 Southwest CPOC
- 📄 15 Aug 02 South Central CPOC
- 📄 29 Aug 02 North Central CPOC

### **CENTR**

### **TOOLS:**

- Resumix 6.1
- Revised Resume Builder
  - Automatic Data Flow to Resumix
  - Hands Free Verification
- Automatic Update of Self-Nominations
- ANSWER (Applicant Notification System Web Enabled Response)
- Web-based Referral

West and Central CPOC

TRANSITION TO DRILL RECRUITMENT

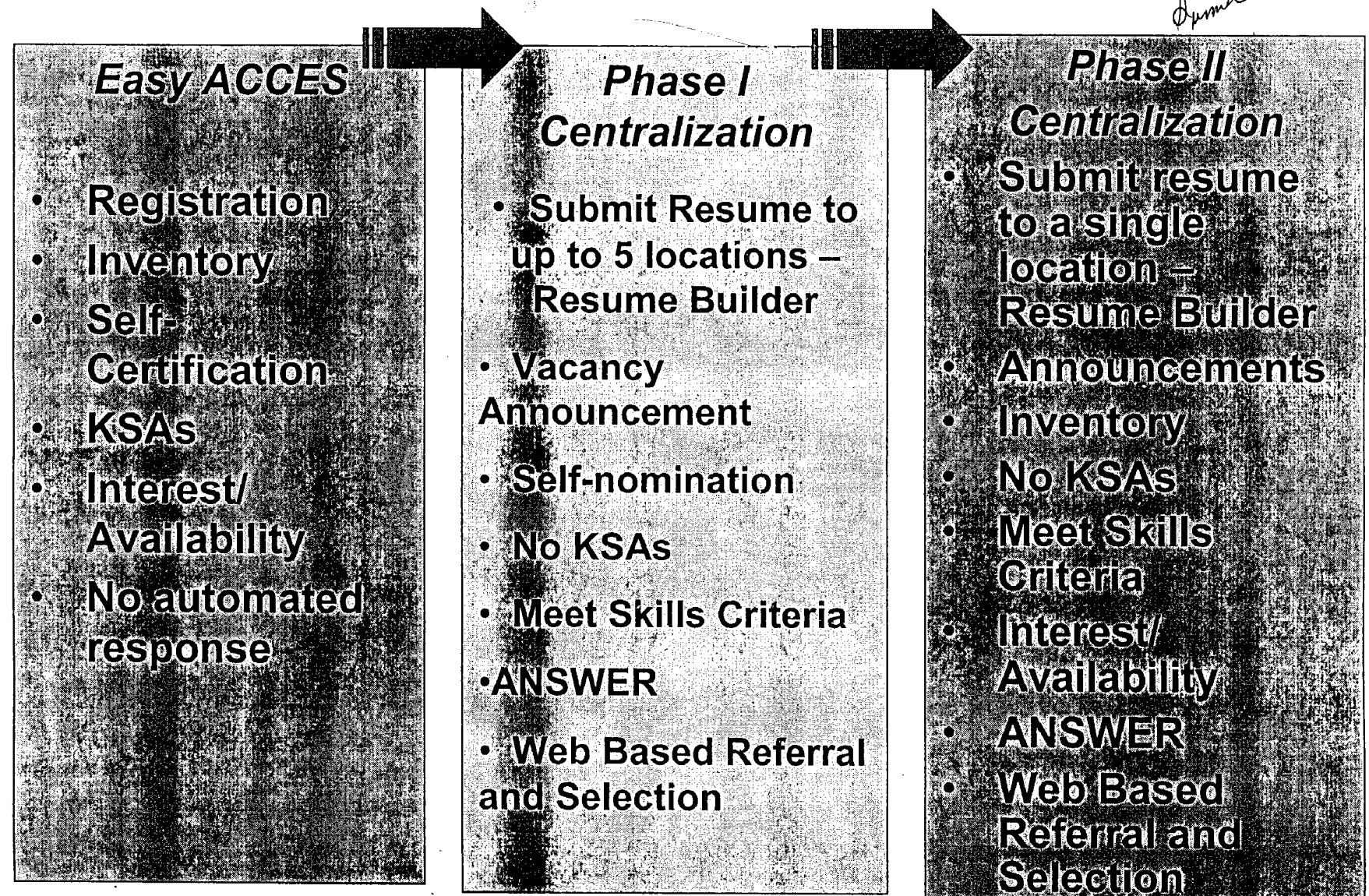
WIDE IMPLEMENTATION - 2003

### **TOOLS:**

- New Announcement Builders
- New Army Civilian Resume Builder
- ANSWER (enhanced)
- Upgraded Web-based Referral
- Automated Interest and Availability
- Automated Eligibility Determinations
- Where the Jobs Are/Forecast
- Case File/Archiving

# COMPARISON Easy ACCES vs RESUMIX

*Payment of Expenses*  
*Professional Credential*  
*Summer*



**KEEP CAREER PROGRAM UNIQUE<sup>6</sup>**

## **PROJECT STATUS**



- ***IMPACT & IMPLEMENTATION***

- ***National Union notification completed***
- ***Local notification started 10 October 2002***

- ***CAREER PROGRAM RESUMIX WORKGROUPS***

- ***Completed: 10, 11, 14, 22, 28, 31, 32, 50***
- ***In progress: 13, 17, 24, 27***
- ***Pending: 12, 26, 34***

# Spreading the News

- E-mail to all Easy ACCES Registrants
- Information on Army Civilian Personnel On-Line
- Regional Marketing – workforce briefings
- Installation broadcast media

